Intro:

- Why this work matters right now
- TEC accomplishments in past year

Recommendations:

- Reiterating 2018/2019 recommendations:
  - Bathrooms:
    - All-gender bathroom construction in City buildings
      - Continue ongoing renovation projects and continue to ensure that all future renovations involve all-gender bathrooms in compliance with the best practices presented to Facilities Space and Asset Management in January 2020
    - Enforcing equitable bathroom access in non-City buildings (budget neutral)
      - Encourage Community Planning and Economic Development staff to recommend all-gender bathroom construction when meeting with business owners/architects requesting permits from the City
      - Instruct CPED staff to determine which other licensing/permitting meetings should involve a conversation about gender-neutral bathrooms, and to incorporate that process in said meetings as well
  - Public Awareness:
    - Public awareness campaign
    - Incorporate images of trans/GNC people into City communications and into the internal City communications photo collection (budget neutral)
  - Housing:
    - Trainings for shelters (in progress)
      - Legislative action (staff direction? Ordinance?) from electeds requiring that CPED, Health, and other relevant staff incorporate this language into future relevant Requests For Proposals and [insert report-back mechanism to ensure that all relevant RFP's are included]
    - Anti-discrimination content in trainings for landlords as part of Regulatory Services' landlord training process
  - Training:
    - Training and inclusion requirements in City contracts and grants (in progress)
      - Currently working on:
        - Contracts with interpreters and translators
        - Contracts with shelters, street outreach providers, and other relevant social service providers
    - Requiring Gender Inclusivity training for City staff and/or increasing advertising for 101 training (neither of these are technically in Council's control, but they can influence HR)
    - Adding "201" training and integrating follow-up for 101 training (not technically in Council's control, but they can influence HR)

Commented [TK1]: Copying the docs from that presentation here for reference for myself in case we want to include them: https://minneapolismngov.sharepoint.com/:w:/s/c00003/RaceEquityTeam/EY9R4LC0lERGuxx-_3x-ZhYB93z3y2d4rkBl7mknUorFjw?e=qZYkSP and https://minneapolismngov.sharepoint.com/:p:/s/c00003/RaceEquityTeam/Ebce1iEzhRpKl3yYY4fOdKgBgpIkQbobhuT6ryR4r-mEFQ?e=9qgZlN

Commented [TK2]: I am honestly struggling to figure out how this would be evaluated/enforced in any inspections processes, which is why the sub-bullets are more about encouraging construction. Open to any thoughts about how to do this, though

Commented [TK3]: Linking the one-page handout made for this purpose in case we want to include it: https://minneapolismngov.sharepoint.com/:w:/s/c00003/RaceEquityTeam/EfwgZQgXtThFt8KHM8rZRBYB4t17OZ_wVVoZuDb8RqzK5Q?e=GTBKZw

Commented [TK4]: Do we want to include a date by which they should be reporting back to Council (or updating Track/the TEC) about which contexts they determined it was necessary in?

Commented [TK5]: Need to confirm if this is a possibility for Race Equity to take on once we do 2021 strategic planning. Community feedback has emphasized that 1) it should be outsourced and planned/enacted by community members and 2) "awareness" is the wrong framing.

Commented [TK6]: One of the listening sessions talked about adding training for neighborhood groups into this, if we want to

- - - Distributing trans equity survey throughout HR to address trans equity in the City as a workplace
  - o Budget:
    - ▪ Moving funding away from MPD
- Supporting recommendations by other ABC's:
  - o Minneapolis Advisory Committee on Housing:
    - ▪ Prioritize eviction prevention (pass "just cause" and "pay or quit," both of which limit landlords' abilities to evict residents)
    - ▪ Expand shelter opportunities and housing solutions, including adopting Opportunity to Purchase and Single Room Occupancy ordinances
      - • Incorporate requirements around gender inclusivity in shared bathrooms to Single Room Occupancy ordinance
    - ▪ Prioritize creating and preserving deeply affordable housing
  - o Racial Equity Community Advisory Committee:
    - ▪ Continued funding for Division of Race and Equity
  - o Minneapolis Advisory Committee on People With Disabilities:
    - ▪ Directory, listserv, and other infrastructure to support members of different ABC's in collaborating with each other (could share proposed agenda items, things they want feedback on, etc.)
- What new content do we want to add?
  - o Suggestions from listening sessions:
    - ▪ City needs to offer CeCe McDonald a formal apology (with a check attached!)
    - ▪ More funding for legal and mental health resources for queer and trans BIPOC
    - ▪ Safe use sites
  - o Suggestions from CM's:
    - ▪ CVP:
      - • Banning gay/trans panic defense
      - • Addressing violence against trans women
    - ▪ CM Cunningham:
      - • Improving quality of rental properties
      - • Ensuring that new City homeless outreach staff are trained to be trans/GNC competent
    - ▪ Council "progressive bloc" (Gordon, Fletcher, Cunningham, Ellison, Bender, Schroeder) relevant priorities that the TEC can encourage:
      - • Supporting charter amendment re: police department when community members bring it forward
      - • Ensuring the new mental health provider teams responding to 911 mental health crisis calls are trans-competent
      - • Put forward charter amendment to allow rent stabilization in the future
      - • Finish housing code component of maximum occupancy ordinance to ensure that the number of people allowed to live in a unit is not dependent on definitions of biological/legal "family"
  - o City departments should [continue to] use the TEC and other ABC's as a resource and consult them on policy and engagement work

Commented [TK7]: I've elaborated on what they sent me and incorporated details from the Council "progressive bloc" housing policy agenda for 2021/my conversation with a Ward 2 staffer about this policy agenda

Commented [TK8]: From what I know, she was charged and convicted by the County. I am sure there were roles that the City played, but I think to make an ask here, we would need to clearly be able to name which they are - how can we get a better sense of that?

Commented [TK9]: Do we want to expand on the details of where this should happen/what this should look like?

Commented [TK10]: I have the City Attorney's Office looking into whether we can do this. It looks like it's the kind of thing we can't ban on a City level, and it's going to be a really uphill state battle because we still have a conservative Senate. But we could ask Intergovernmental Relations (our lobbyists) to try to push it at the state level anyway, if we can't legally do it at the City level?

Commented [TK11]: We need to flesh this out. I see the relevant work we're already doing being part of a few categories:
- housing-related work
- trying to improve OVP's framework and expand their work
- maybe, if done well, public awareness campaign
Is there anything I'm missing, and what else do we want to be doing or recommending here?

Commented [TK12]: CM Cunningham is interested in this, but there isn't enough community support for departments to be interested in addressing it - they're hearing other priorities from community members

Commented [TK13]: Money was put in 2021 budget for there to be City outreach work, rather than just relying on the County. This is new work, so maybe we could shape it in terms of trans/GNC competency, but also it's very unclear what it looks like so far. It's being led by the Health Dept, but the flaw with not having a gender inclusivity trainer on contract right now is that we can't just encourage the Health Dept to take a City training...

Commented [TK14]: Same issues as above re: not having a trainer on contract right now - is it just about getting these groups trained as soon as we have a trainer?

Commented [TK15]: CP Bender's office is leading this - I don't know that we need to do anything other than just encourage that it happens and encourage that if they need support writing that redefinition, they should reach out